

Morgan Klaus Scheuerman

Research Scientist at Sony AI

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Visiting Scholar of Information Science at
University of Colorado Boulder

Research Interests

Ethical AI, social computing, algorithmic identity, technical infrastructures, marginalized communities, social impact of emerging technologies, feminist HCI.

Positions

- APRIL **Sony AI (AI Ethics)**
2024- Research Scientist
PRESENT
- APRIL **University of Colorado Boulder**
2024- Visiting Scholar in Information Science
PRESENT
- 2023- **University of Colorado Boulder**
2024 Postdoctoral Associate
- JAN- **Twitch**
MARCH Research Consultant
2022
- APR-SEPT **Microsoft Research (FATE)**
2021 Research Contractor on Gender in Image Captioning
- AUG **Google (Ethical AI)**
2020-JAN Student Research Fellow
2021
- SUMMER **University of Colorado Boulder (CU Boulder)**
2021 GRA (Graduate Research Assistant)
Grant: Pervasive Data Ethics for Computational Research (PERVADE)
- SUMMER **Google (Ethical AI)**
2020 Research Intern
- SUMMER **Facebook (Community Integrity)** — Menlo Park, CA
2019 UX Research Intern
- 2019- **University of Colorado Boulder**
2020 GRA (Graduate Research Assistant)
Grant: Humanizing Algorithms
- 2016- **University of Maryland, Baltimore County**
2017 Research Assistant

Project: Exploring Ultra-Mobile Navigation Aids for Blind People
Research Team: Amy Hurst, Stacy Branham, Ali Abdolrahmani, William Easley

Education

- 2023 **Ph.D.**, Information Science
Master of Science, Information Science
University of Colorado Boulder
Dissertation: *Envisioning Identity: The Social Production of Computer Vision*
Committee: Jed R. Brubaker (Chair), Casey Fiesler, Mary L. Gray, Allison Woodruff, Robin Burke
- 2018 **Master of Science**, Human-Centered Computing
University of Maryland, Baltimore County (UMBC)
Master's Thesis: *Exploring Technology Use for Identity Mediation by Individuals with Diverse Gender Identities*
Committee: Stacy M Branham (Chair), Foad Hamidi, Amy Hurst, Casey Fiesler
- 2016 **Bachelor of Arts**, Communication
Minor in Women, Gender, & Sexuality Studies Goucher College
Intensive Course Abroad: Arts Administration in Amsterdam, Netherlands
- 2011 **Associate of Arts**, Photography
Harford Community College

Teaching

Training

- 2023 **Certificate in College Teaching**
The Center for Teaching & Learning, University of Colorado Boulder

Courses Taught

- 2023 **INFO 2001/4001: Portfolios and Professions**
Information Science, University of Colorado Boulder

Teaching Assistant

- 2021 **INFO 1121: Designing Interactions**
University of Colorado Boulder
Instructor: Laura Devendorf
- 2019-2018 **INFO 1101: Computation in Society**
University of Colorado Boulder
Teaching Assistant
Instructors: William Aspray, Roshanna Sylvester
- 2016 **Special Topics: 3D Printing and Entrepreneurship**
University of Maryland, Baltimore County
Volunteer Teaching Assistant
Instructor: Erin Buehler

Guest Lectures

- 2022 **Technological Benevolence**
University of Colorado Boulder
INFO 4871/5871: Race and Technology
Instructor: Bryan Semaan
- Detecting and Surveilling Gender and Sexuality**
University of Michigan
SI 719: Gender, Sexuality, and Technology

Instructor: Oliver Haimson

2021 **How We've Taught Algorithms Identity**

University of Washington
HCDE 298: Inclusive Design
Instructor: Calvin Liang

How Computers See Gender

University of Colorado Boulder
INFO 4871/CSCI 4830: Fairness and Bias in AI
Instructor: Robin Burke

2020 **How Computers See Gender**

Northwestern University
CS 396/496: Human Centered Machine Learning
Instructor: Stevie Chancellor

Gender Discourse in Facial Analysis Technologies

MIT
Crowd Sourced City: Social Media, Technology and Planning Processes
Instructor: Catherine D'Ignazio

How Computers See Gender

University of Colorado Boulder
INFO 3504: Problems in Information Science: Digital Identity
Instructor: Jed Brubaker

Safety on Social Media for Transgender Individuals

Michigan Law, University of Michigan
Information Privacy, Surveillance and Exposure
Instructors: Barb McQuade, Florian Schaub

2019 **Designing Surveys**

University of Colorado Boulder
INFO 1111: Understanding the World Through Data
Instructor: Jed Brubaker

Awards

Research Awards

2023 **Outstanding PhD Graduate Award**

Awarded by the CU Boulder Information Science Department

2022 **Honorable Mention**

CSCW 2022 (Top 3%)

Recognition for Contribution to Diversity and Inclusion

CSCW 2022

2021 **Best Paper Award**

CSCW 2021 (Top 1%)

Honorable Mention

CHI 2021 (Top 5%)

2020 **Best Paper Award**

CSCW 2020 (Top 1%)

Recognition for Contribution to Diversity and Inclusion

CSCW 2020

Outstanding Research Award

Awarded by the CU Boulder Information Science Department for the 2019-2020 Academic Year

2019 **Best Paper Award**

CSCW 2019 (Top 1%)

Interdisciplinary Ethics Tech Competition

1st Place Winner (\$10,000 scholarship from the Daniels Fund Ethics Initiative)

Hosted Colorado Law School and Silicon Flatirons

2018 **Recognition for Contribution to Diversity and Inclusion**

CSCW 2018 (Top 5 of 61 Selected Diversity Papers)

Best Paper Award

CHI 2018 (Top 1%)

**Funding
Awards**

2023 **PAC Travel Award**

Postdoctoral Association of Colorado, Boulder (PAC Boulder)

Amount: \$200

2021 **2021 Microsoft Research PhD Fellowship**

Facebook PhD Fellowship Finalist

(Top 3.5%)

Google PhD Fellowship Finalist

Martin Graduate Scholarship

For travel to CHI 2021

Amount: \$150

2020 **Gerald C. Bean Scholarship**

CMCI (College of Media, Communication and Information) at University of Colorado Boulder

Amount: \$500

GPSG Travel Grant

Graduate and Professional Student Government (GPSG) at the University of Colorado Boulder

Amount: \$100

2019 **Identity Lab Research Grant**

University of Colorado Boulder

Amount: \$1000

CMCI Travel Grant

CMCI (College of Media, Communication and Information) at University of Colorado Boulder

Amount: \$500

2018 **UGGS Travel Grant**

United Government of Graduate Students (UGGS) at University of Colorado Boulder

Amount: \$300

CMCI Travel Grant

CMCI (College of Media, Communication and Information) at University of Colorado Boulder

Amount: \$500

Information Science PhD Fellowship

University of Colorado Boulder

Amount: \$1750

Graduate Student Association Travel & Presenter Grant

Graduate Student Association at University of Maryland, Baltimore County

Amount: \$500

2017 **Google Travel and Conference Grant**

Amount: \$500 + conference registration

Graduate Student Association Travel & Presenter Grant

Graduate Student Association at University of Maryland, Baltimore County

Amount: \$750

Grants

Federal
Grants

Under Review **HCC: Small: Queer Data: Developing a Human-Centered Framework to Address Technical, User, and Organizational Needs in the Design of LGBTQ+ Data.**
National Science Foundation.
Co-PI with Jed Brubaker (PI).

Publications

Journals
> Peer-
Reviewed
> Archival

- [J10] Under review. CSCW 2024.
- [J9] **Morgan Klaus Scheuerman**, Katy Weathington, Tarun Mugunthan, Emily Denton, and Casey Fiesler. **From Human to Data to Dataset: Mapping the Traceability of Human Subjects in Computer Vision Datasets.** *Proc. ACM Hum.-Comput. Interact.* 7, CSCW1, Article 55 (April 2023), 33 pages.
- [J8] Jessica L. Feuston, Michael Ann DeVito, **Morgan Klaus Scheuerman**, Katy Weathington, Marianna Benitez, Bianca Z. Perez, Lucy Sondheim, and Jed R. Brubaker. **“Do You Ladies Relate?”: Experiences of Gender Diverse People in Online Eating Disorder Communities.** *Proc. ACM Hum.-Comput. Interact.* 6, CSCW2, Article 420 (November 2022), 32 pages.
(Honorable Mention Award: Top 3%. Recognition for Contribution to Diversity and Inclusion.)
- [J7] **Morgan Klaus Scheuerman**, Madeleine Pape, and Alex Hanna. **Auto-Essentialization: Gender in Automated Facial Analysis as Extended Colonial Project.** *Big Data & Society.* December 2021, 15 pages.
- [J6] **Morgan Klaus Scheuerman**, Jialun Aaron Jiang, Casey Fiesler, and Jed R. Brubaker. **A Framework of Severity for Harmful Content Online.** *Proc. ACM Hum.-Comput. Interact.* 5, CSCW2, Article 368 (October 2021), 33 pages.

- [J5] [Morgan Klaus Scheuerman](#), Emily Denton, and Alex Hanna. **Do Datasets Have Politics? Disciplinary Values in Computer Vision Dataset Development.** *Proc. ACM Hum.-Comput. Interact.* 5, CSCW2, Article 317 (October 2021), 37 pages.
(Best Paper Award: Top 1%.)
- [J4] Jialun Aaron Jiang, [Morgan Klaus Scheuerman](#), Casey Fiesler, and Jed R. Brubaker. **Understanding international perceptions of the severity of harmful content online.** *PLOS ONE* 16(8): e0256762. August 2021.
- [J3] [Morgan Klaus Scheuerman](#), Kandrea Wade, Caitlin Lustig, Jed R. Brubaker. **How We’ve Taught Algorithms to See Identity: Constructing Race and Gender in Image Databases for Facial Analysis.** *Proc. ACM Hum.-Comput. Interact.* 4, CSCW1, Article 58 (May 2020), 35 pages.
(Best Paper Award: Top 1%. Recognition for Contribution to Diversity and Inclusion.)
- [J2] [Morgan Klaus Scheuerman](#), Jacob M. Paul, Jed R. Brubaker. **How Computers See Gender: An Evaluation of Gender Classification in Commercial Facial Analysis and Image Labeling Services.** *Proc. ACM Hum.-Comput. Interact.* 3, CSCW, Article 144 (November 2019), 33 pages.
(Acceptance rate: 31%. Best Paper Award: Top 1%.)
- [J1] [Morgan Klaus Scheuerman](#), Stacy M Branham, and Foad Hamidi. **Safe Spaces and Safe Places: Unpacking Technology-Mediated Experiences of Safety and Harm with Transgender People.** 2018. PACMHCI. Volume 2, CSCW Issue. In *Proceedings of the ACM on Human-Computer Interaction*, Vol. 2, CSCW, Article 155 (November 2018). ACM, New York, NY. 28 pages.
(Acceptance rate: 25%. Recognition for Contribution to Diversity and Inclusion.)
- [C8] [Morgan Klaus Scheuerman](#). **In the Walled Garden: Challenges and Opportunities for Research on the Practices of the AI Tech Industry.**
In *The 2024 ACM Conference on Fairness, Accountability, and Transparency (FACCT ’24)*, June 03–06, 2024, Rio de Janeiro, Brazil. ACM, New York, NY, USA, 11 pages.
- [C7] [Morgan Klaus Scheuerman](#) and Jed R. Brubaker. **Products of Positionality: How Tech Workers Shape Identity Concepts in Computer Vision.**
In *Proceedings of the CHI Conference on Human Factors in Computing Systems (CHI ’24)*, May 11–16, 2024, Honolulu, HI, USA. ACM, New York, NY, USA, 18 pages.
- [C6] Jared Katzman, Angelina Wang, [Morgan Klaus Scheuerman](#), Su Lin Blodgett, Kristen Laird, Hanna Wallach, Solon Barocas. **Representational Harms in Image Tagging.** AAAI 2023.
- [C5] [Morgan Klaus Scheuerman](#), Jialun Aaron Jiang, Katta Spiel, and Jed R. Brubaker. **Revisiting Gendered Web Forms: An Evaluation of Gender Inputs with (Non-)Binary People.**
In *CHI Conference on Human Factors in Computing Systems (CHI ’21)*, May 8–13, 2021, Yokohama, Japan. ACM, New York, NY, USA, 27 pages.
- [C4] Cynthia L. Bennett, Cole Gleason, [Morgan Klaus Scheuerman](#), Jeffrey P. Bigham, Anhong Guo, and Alexandra To. **“It’s Complicated”: Negotiating Accessibility and (Mis)Representation in Image Descriptions of Race, Gender, and Disability.** In *CHI Conference on Human Factors in Computing Systems (CHI ’21)*, May 8–13, 2021, Yokohama, Japan. ACM, New York, NY, USA, 31 pages.
(Honorable Mention: Top 5%.)
- [C3] Inioluwa Deborah Raji, [Morgan Klaus Scheuerman](#), and Razvan Amironesei. **“You Can’t Sit With Us”: Exclusionary Pedagogy in AI Ethics Education.** In *ACM Conference on Fairness, Accountability, and Transparency (FACCT’21)*, March 3–10, 2021, Virtual Event, Canada. ACM, New York, NY, USA, 11 pages.

[C2] Foad Hamidi, [Morgan Klaus Scheuerman](#), Stacy M Branham. **Gender Recognition or Gender Reductionism? The Social Implications of Automatic Gender Recognition Systems.** In *Proceedings of the 2018 CHI Conference on Human Factors in Computing Systems (CHI '17)*. Montréal, Canada. April 21-26, 2018.
(Acceptance rate: 23%. Best Paper Award: Top 1%.)

[C1] Stacy M Branham, Ali Abdolrahmani, William Easley, [Morgan Klaus Scheuerman](#), Erick Ronquillo, and Amy Hurst. **Is Someone There? Do they have a Gun?" How Visual Information about Others Can Improve Personal Safety Management for Blind Individuals.** In *Proceedings of the 19th International ACM SIGACCESS Conference on Computers and Accessibility (ASSETS '17)*. Baltimore, Maryland. October 30 – November 1, 2017.
(Acceptance rate: 26%.)

Short Works

> Peer-reviewed
> Archival

[S4] [Morgan Klaus Scheuerman](#). **Contesting efficacy: tensions between risk and inclusion in computer vision technology.** *Future Humanities*, e12. 2024.

[S3] Jiarun Dai, Sehba Wani, Zauryn Robinson, Naila Hajiyeva, and [Morgan Klaus Scheuerman](#). **Digitally Dysfunctional: How HCI Researchers Examine BIPOC Interactions with Recommendation Algorithms.** iConference 2024. Changchun, China. April 22 - 26, 2024.

[S2] [Morgan Klaus Scheuerman](#), William Easley, Ali Abdolrahmani, Amy Hurst, Stacy M Branham. **Learning the Language: The Importance of Studying Written Directions in Designing Navigational Technologies for the Blind.** *ACM CHI Conference Extended Abstracts on Human Factors in Computing Systems (CHI EA '17)*. Denver, Colorado. May 6-11, 2017
(Late Breaking Work | Acceptance rate: 38.7%.)

[S1] [Morgan Klaus Scheuerman](#) and Jed Brubaker. **Gender Recognition Technology.** In A. Goldberg, & G. Beemyn (Eds.), *The SAGE Encyclopedia of Trans Studies (Vol. 1, pp. 329-329)*. SAGE Publications, Inc. 2021.
(Encyclopedia Entry.)

Workshops / SIGs Co-Organized

> Peer-Reviewed
> Archival

- [WO4] Rida Qadri, Fernando Diaz, Alex Hanna, Nick Seaver, [Morgan Klaus Scheuerman](#). **Cultures of AI and AI for Culture.** NeurIPS 2022. Virtual Workshop.
- [WO3] **"Responsible Language Technologies: Foreseeing and Mitigating Harms."** Su Lin Blodgett, Q. Vera Liao, Alexandra Olteanu, Rada Mihalcea, Michael Muller, [Morgan Klaus Scheuerman](#), Chenhao Tan, Qian Yang. CHI 2022.
- [WO2] Michael Ann DeVito, Caitlin Lustig, Ellen Simpson, Kimberley R Allison, Tya Chuanromanee, Katta Spiel, Amy J Ko, Jennifer Rode, Brianna Dym, Michael Muller, [Morgan Klaus Scheuerman](#), Ashley Marie Walker, Jed R. Brubaker, Alex A. Ahmed. **Queer in HCI: Strengthening the Community of LGBTQIA+ Researchers and Research.** Special Interest Group convened as part of the Annual ACM Conference on Human Factors in Computing Systems (CHI). Yokohama, Japan. 2021.
- [WO1] Michael Ann DeVito, Ashley Marie Walker, Caitlin Lustig, Amy J. Ko, Katta Spiel, Alex A. Ahmed, Kimberley Allison, [Morgan Klaus Scheuerman](#), Brianna Dym, Jed R. Brubaker, Ellen Simpson, Naveen Bagalkot, Noopur Raval, Michael Muller, Jennifer Rode, and Mary L. Gray. **Queer in HCI: Supporting LGBTQIA+ Researchers and Research Across Domains.** Special Interest Group convened as part of the Annual ACM Conference on Human Factors in Computing Systems (CHI). Honolulu, Hawaii. 2020.

Doctoral Consortia

[D1] [Morgan Klaus Scheuerman](#). 2022. **Envisioning Identity: The Social Production of Human-Centric Computer Vision Systems.** In Companion Publication of the 2022 *Conference on Computer Supported Cooperative Work*

> Peer-
Reviewed
> Archival

and Social Computing (CSCW'22 Companion). Association for Computing Machinery, New York, NY, USA, 210–213. <https://doi.org>

Workshop
Papers
> Peer-
Reviewed
>Non-Archival

- [WP7] Katy Weathington and **Morgan Klaus Scheuerman**. **Harm and Data Science: Framing Negative Human Outcomes as a Data Science Problem**. CSCW Workshop on *Interrogating Data Science*. October 2020.
- [WP6] Malinda Dietrich, Katy Weathington, **Morgan Klaus Scheuerman**. **Defining Data: Questions of “Numerical Facts.”** CSCW Workshop on *Interrogating Data Science*. October 2020.
- [WP5] Emily Denton, Alex Hanna, Razvan Amironesei, Andrew Smart, Hilary Nicole, **Morgan Klaus Scheuerman**. **Bringing the People Back In: Contesting Benchmark Machine Learning Datasets**. ICML Workshop on *Participatory Approaches to Machine Learning*. July 2020.
- [WP4] **Morgan Klaus Scheuerman**. **Contesting Efficacy: Tensions Between Risk and System Efficacy in Facial Analysis Software**. CSCW Workshop on *Contestability In Algorithmic Decision Making*. November 2019.
- [WP3] Anthony T. Pinter, **Morgan Klaus Scheuerman**, Jed R. Brubaker. **Designing and Carrying Out Conscientious Research with Marginalized Groups**. CSCW Workshop on *Social Technologies for Digital Wellbeing Among Marginalized Communities*. November 2019.
- [WP2] **Morgan Klaus Scheuerman** and Jed Brubaker. **Gender is not a Boolean: Towards Designing Algorithms to Understand Complex Human Identities**. CSCW Workshop on *The Changing Contours of “Participation” in Data-driven, Algorithmic Ecosystems: Challenges, Tactics, and an Agenda*. November 2018.
- [WP1] **Morgan Klaus Scheuerman**, Foad Hamidi, Stacy M Branham. **(Ab)user-Centered Design? Considering the Involvement of Abusers in the Design Process**. CHI Workshop on *Understanding “Bad Actors” Online*. April 2018.

Media
Writings

- [M1] Foad Hamidi, **Morgan Klaus Scheuerman**, Stacy M Branham. **Can Gender Be Computed?** *Scientific American* via *The Conversation US*. May 15, 2018.
<https://www.scientificamerican.com/article/can-gender-be-computed/>

Other
Research
Activities

- [O1] Informal workshop on developing gender inclusive guidelines for conducting HCI and social computing research.
<https://www.morgan-klaus.com/gender-guidelines.html>
CSCW 2018. Jersey City, New Jersey.

Press Coverage

- [P23] **Facial Recognition: Coming Soon to an Airport Near You**.
The New York Times. February 19, 2024.
<https://www.nytimes.com/2024/02/18/travel/facial-recognition-airports-biometrics.html>
- [P22] **Machines and Masculinity with Morgan Klaus Scheuerman and Sandy Stone**.
“The Missing Link” by The Swaddle.
<https://open.spotify.com/episode/0eJUMauXVn8PLeloHTfMcW>
- [P21] **Why new facial recognition airport screenings are raising concerns**
CU Boulder Today. July 11, 2023
<https://www.colorado.edu/today/2023/07/11/why-new-facial-recognition-airport-screenings-are-raising-concerns>

- [P20] **Race, Gender, and Artificial Intelligence: Interview with Morgan Klaus Scheuerman**
The Gadfly. October 9, 2021
<https://www.thegadflymagazine.org/home-1/race-gender-and-artificial-intelligence-interview-with-morgan-klaus-scheuerman>
- [P19] **Examining the Consequences of Machine Learning with Morgan Klaus Scheuerman**
KGNU's OutSources. August 16, 2021
<https://news.kgnu.org/2021/08/outsources-examining-the-consequences-of-machine-learning-with-morgan-klaus-scheuerman/>
- [P18] **Morgan Klaus Scheuerman on Discrimination in Facial Analysis Software**
Radio 1190. June 23, 2021
<https://soundcloud.com/radio-1190/morgan-klaus-scheuerman-discrimination-facial-analysis-software>
- [P17] **Gender identity in data and computer systems with Morgan Klaus Scheuerman**
Volume Podcast. March 9, 2021
https://open.spotify.com/episode/1dEkdEIPmAQ5BXLTMWduav?si=6Dajj_gURiSj7U3PKLfACg
- [P16] **How computers see us: Doctoral student working to curb discrimination by artificial intelligence.**
CU Boulder Today. February 15, 2021
<https://www.colorado.edu/today/2021/02/15/how-computers-see-us-doctoral-student-working-curb-discrimination-artificial-intelligence>
- [P15] **FBI & Metro Police Trying to ID DC Rioters**
Denver7 News. January 7, 2021
<https://www.youtube.com/watch?v=M5sHesLBJmY>
- [P14] **How Computers See Gender & Implications w/ Morgan Klaus Scheuerman**
DataTalk Podcast. October 6, 2020
<https://www.experian.com/blogs/news/datatalk/morgan-klaus-scheuerman/>
- [P13] **Researchers discover evidence of gender bias in major computer vision APIs**
Venture Beat. August 6, 2020
<https://venturebeat.com/2020/08/06/researchers-discover-evidence-of-gender-bias-in-major-computer-vision-apis/>
- [P13] **Have Classification Algorithms Gone Too Far? Exploring Gender in AI with Morgan Klaus Scheuerman**
The Radical AI Podcast. April 9, 2020
<https://podcasts.apple.com/us/podcast/have-classification-algorithms-gone-too-far-exploring/id1505229145?i=1000470988393>
- [P12] **Colorado Edition: Algorithmic Identity**
KUNC radio show. February 12, 2020
<https://www.kunc.org/post/colorado-edition-algorithmic-identity>
- [P11] **Facial Recognition Makes Changing Your Name Pointless**
OneZero article by Lux Alptraum. January 30, 2020
<https://www.cnn.com/2019/11/21/tech/ai-gender-recognition-problem/>
- [P10] **AI software defines people as male or female. That's a problem**
CNN article by Rachel Metz. November 21, 2019
<https://www.cnn.com/2019/11/21/tech/ai-gender-recognition-problem/>
- [P9] **Talk nerdy to me: Gender at a glance**

Science Node article by Laura Reed. November 8, 2019
<https://sciencenode.org/feature/Talk%20nerdy%2011-08-19.php>

- [P8] **Facial recognition can't classify transgender or non-binary people, study finds**
Mic article by Vanessa Taylor. October 30, 2019
<https://www.mic.com/p/facial-recognition-misclassifies-transgender-non-binary-people-study-finds-19281490>
- [P7] **New Research Reveals Facial Recognition Software Misclassifies Transgender, Non-Binary People**
Forbes article by Jesse Damiani. October 29, 2019
<https://www.forbes.com/sites/jessedamiani/2019/10/29/new-research-reveals-facial-recognition-software-misclassifies-transgender-non-binary-people/>
- [P6] **CU Boulder research shows facial recognition failures beyond traditional gender norms**
Daily Camera article by Lucy Haggard. October 21, 2019
<https://www.dailycamera.com/2019/10/19/cu-boulder-research-shows-facial-recognition-failures-beyond-traditional-gender-norms/>
- [P5] **Facial recognition AI can't identify trans and non-binary people**
Quartz article by Amrita Khalid. October 16, 2019
<https://qz.com/1726806/facial-recognition-ai-from-amazon-microsoft-and-ibm-misidentifies-trans-and-non-binary-people/>
- [P4] **Facial recognition software has a gender problem**
CU Boulder Today article by Lisa Marshall. October 8, 2019
<https://www.colorado.edu/today/2019/10/08/facial-recognition-software-has-gender-problem>
- [P3] **Amazon's Facial Analysis Program Is Building A Dystopic Future For Trans And Nonbinary People**
Jezebel article by Anna Merlan and Dhruv Mehrotra. June 27, 2019
<https://jezebel.com/amazons-facial-analysis-program-is-building-a-dystopic-1835075450>
- [P3] **AI researchers tell Amazon to stop selling 'flawed' facial recognition to the police**
The Verge article by James Vincent. April 3, 2019
<https://www.theverge.com/2019/4/3/18291995/amazon-facial-recognition-technology-rekognition-police-ai-researchers-ban-flawed>
- [P2] **AI experts are calling on Amazon to stop selling facial recognition to law enforcement**
Quartz article by Dave Gershgorin. April 3, 2019
<https://qz.com/1586544/ai-experts-want-amazon-to-stop-selling-facial-recognition-to-law-enforcement/>
- [P1] **7 problems with Trump's "American AI" Initiative**
Fast Company article by Katharine Schwab. February 12, 2019
<https://www.fastcompany.com/90305421/7-problems-with-trumps-american-ai-initiative>

Invited Talks and Panels

- 2024 **"Envisioning Identity: The Social Production of Computer Vision Systems."** College of Computing and Informatics, Drexel University.
- 2023 **"Biases in Generative AI."** Invited panelist. Queer in AI Affinity Workshop. NeurIPS 2023.

"Power Lines: The Role of Communication and Information Technologies in Advocacy."
Fletcher's 9th Annual Conference on Gender and International Affairs. Invited panelist.

"Envisioning Identity: The Social Production of Technical Systems." University of Memphis, Department of Computer Science.

Lunch with a Scientist. ScienceWriters 2023. University of Colorado Boulder.

"How We Teach Computer Vision to See Race and Gender." University of Michigan, School of Information.

"How We Teach Computer Vision to See Race and Gender." Colorado School of Mines, Department of Computer Science.

"Envisioning Identity: The Social Production of Technical Systems." The iSchool Inclusion Institute (i3).

FACEing Binarism. Towards a more equitable AI. Vrije Universiteit Amsterdam.

"Envisioning Identity: The Social Production of Computer Vision Systems." Institute of Computational Perception, Johannes Kepler University Linz.

Salon Series on Responsible AI in Government. Public Technology Leadership Collaborative (PTLC) at Data & Society.

"Envisioning Identity: The Social Production of Computer Vision Systems." School of Interactive Computing, Georgia Tech.

"Envisioning Identity: The Social Production of Computer Vision Systems." Faculty of Information, University of Toronto.

"Envisioning Identity: The Social Production of Computer Vision Systems." The School of Information and Library Science, University of North Carolina at Chapel Hill.

2022 **"A Participatory Approach to AI for Mental Health."** NeurIPS 2022.

"On group identity in machine learning." Intersectional Feminist Philosophy of Technology Working Group. TPM AI-Lab, TU Delft.

Trans and Non-Binary Computing Panel: Expanding the agenda for inclusive policy, practices, and research regarding gender and computer science. Sage Fox Group.

"Belonging on Social Platforms for the LGBTQ+ Community." Invited Panelist. TikTok (ByteDance)'s Responsible Innovation Speaker Series. Also featuring: Michael Ann DeVito, Erique Zhang, Lucy McGrath, Ashley Walker.

"How We've Taught Algorithms to See Identity." Humlab Talk at Umeå University.

2021 **"How We've Taught Algorithms to See Identity."** CONTINUUM Online Conference hosted by Ecole Polytechnique Fédérale de Lausanne (EPFL)'s School of Computer and Communication Sciences.

"How We Teach Computer Vision to See Race and Gender." Yale Law School's AI Governance Symposium.

"Do Datasets Have Politics? Disciplinary Values in Computer Vision Dataset Development." USC-Google MUSE - CCMI Workshop III "Context & Environment."

"Coded Bias" virtual film screening and panel discussion. Also featuring: Shalini Kantayya (filmmaker), Debbie Carter, Kandrea Wade. CU Boulder.

"Tea with Interesting People" at Harvard HCI.

"How We Teach Computer Vision to See Race and Gender." Feminist and Accessible Publishing/Communications Technologies Series.

"How We Teach Computer Vision to See Race and Gender." Keynote Speaker. Gender Identity and AI at AAAI 2021.

2020 **Queer in AI panelist.** NeurIPS 2020.

"How Computers See Gender." Stanford's HCI Speaker Series.

2019 **Queer in AI panelist.** NeurIPS 2019. Vancouver, Canada.

Diversity & Inclusion Panel. CSCW 2019. Austin, TX.

"Gender Affirmation in Capital 'D' Design: Research Methods & Design Approaches for Trans & Non-Binary Inclusion." Invited Speaker. Pride@Research Lunch and Learn Series. Facebook, 2019. Menlo Park, CA.

"Implications of Gendered Infrastructures in Computer Vision." Invited Speaker. Workshop on Fairness Accountability Transparency and Ethics in Computer Vision. CVPR, 2019. Long Beach, CA.

Service

(* indicates Special Recognitions for Outstanding Reviews)

University of
Colorado
Boulder

2022- **Information Science Graduate Student Association**
2023 Social Chair

2020 **Information Science Prospective Student Visit Weekend**
Lead Organizer

2019- **Information Science Graduate Student Association**
2020 Vice President

University of
Maryland
Baltimore
County

2018 **Organizing Committee for Department Fika (Coffee Hour)**
Human-Centered Computing Department

2017 **Exhibitor for UMBC's PAD (Prototyping and Design) Lab**
Gadgets & Gears Day
Maryland Science Center, Baltimore, MD

Conference
Organizing
Committees

2020- **CSCW 2021 Student Volunteer Co-Chair**
2021

Program
Committees

2024 FAccT

2023 CSCW

Journal
Reviewing

2024 Future Humanities

2023 International Journal of Human-Computer Studies, ACM Journal on Responsible Computing (JRC), Journal of Computer-Mediated Communication (JCMC), TOCHI

2022 Patterns, Nature Human Behaviour

2021 Big Data & Society, New Media & Society, The Journal of Gender Studies

Conference Reviewing

CSCW 2019*, 2020*, 2021, 2022, 2023*, 2024

CHI 2018, 2020*, 2021*, 2022, 2023*, 2024*

FAccT 2021

DIS 2019, 2022, 2024

CHI LBW 2019

alt.CHI 2019

Other Reviewing

2023 Routledge Peer Review

2021 CVPR Beyond Fairness Workshop

Student Volunteering

2019 CSCW

2017 ASSETS

Additional Professional Service

2023- The iSchool Inclusion Institute (i3).

2024 Research advisor.

2023 **Equitable AI Community of Practice**

Organized by USAID, DAI, and the Atlantic Council GeoTech Center

2022- **Facial Recognition Task Force**

2024 Presidential Appointment to the Colorado Senate Facial Recognition Task Force (SB22-113)

2021 **Trans/Queer in HCI Mentoring Program**

Mentor

2020 **Queer in AI at CHI 2020**

Volunteer Organizer & Travel Grant Issuer

2019- **SIGCHI Inclusion Team Leader for Gender Identity & Sexual Orientation**

2020

2018- **McNair Scholar Mentorship Program (CU Boulder)**

2019 Graduate Mentor

Mentors one undergraduate student in the McNair Scholars Program (serving first generation college students) for the 2018-2019 academic year

2017 **Halloween Committee (Special Events)**

ASSETS 2017

Research Supervision

(* indicates co-authors on academic papers)

Grad Students

2023 Katy Weathington* – PhD, Information Science, University of Colorado Boulder

Dylan Doyle – PhD, Information Science, University of Colorado Boulder

Samantha Dalal – PhD, Information Science, University of Colorado Boulder

Undergrad Students

2023 Jiarun Dai – B.S., Information Science, Computer Science, Digital Studies, University of Wisconsin - Madison (2023)

iSchool Inclusion Institute research team

Sehba Wani – B.S., Information Science, University of Maryland, College Park (2023)

iSchool Inclusion Institute research team

Naila Hajiyeva – B.S., Mathematics, University of Texas at Austin (2023)

iSchool Inclusion Institute research team

Zauryn Robinson – B.A., Psychology, Spelman College (2023)

iSchool Inclusion Institute research team

2021 Tarun Mugunthan* – B.A., Product Design, Indian Institute of Technology, Bombay (2021)

now an M.S. Student at University of California Berkeley

Memberships

2024- Computer Vision Foundation
PRES

2017- ACM Student Membership
PRES SIGCHI Student Membership